

# Office of the Police and Crime Commissioner for Northumbria

## Diversity Information

- 34 Members of staff
- Proportion who are women – 68%
- Proportion who are disabled – 3% (9% unknown)
- Proportion who are of an ethnic minority – 3% (9% unknown)

August 2021

**Kim McGuinness**

Police and Crime Commissioner  
for Northumbria

**Ruth Durham**

Chief of Staff and Monitoring  
Officer

**Scott Duffy**

Director of  
Confidence, Standards  
and Statutory Appeals

**Mike Tait**

Chief Finance  
Officer

**Rachel Snaith**

Director of  
Commissioning and  
Policy

**Jane Mackintosh**

Northumbria LCJB  
Business Manager

**Adrian Pearson**

Director of  
Planning and  
Delivery

**Vicki Wilson** – Executive Co-ordinator  
**Janice Phalp** – Receptionist and Office  
Co-ordinator

**Tracy McCann** – Commissioning and Policy  
Manager

**Dean Lowery** – Commissioning and Standards  
Officer

**Rachel Lawson** – *Policy and Research Officer  
(seconded to VRU)*

**Maxime Rowson** – Policy and Research Officer

**Nitin Shukla** – Policy and Research Officer

**Dean Taylor** – Policy and Research Officer

**Holly Thornton** – Commissioning and Policy  
Support Officer

**Ben Cuthbertson** - Digital Engagement  
Adviser

**Non OPCC staff based within the OPCC**

**Heidi Boden** – Policy, Media and  
Communications Officer (Northumbria  
Police Communications Team)

# Northumbria Violence Reduction Unit (VRU)

**Steven Hume**  
Head of the Violence Reduction Unit

